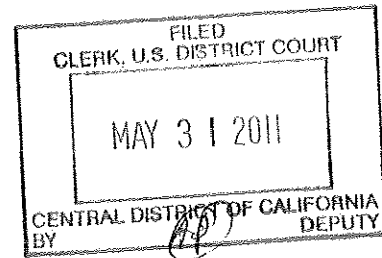


Name: Norma Stilley
 Address: 44634 Shadowcrest Dr.
Lancaster, CA 93536
 Phone: (661) 524-1193



Plaintiff In Pro Per

LODGED

2011 MAY 23 PM 3:56
 CLERK, U.S. DISTRICT COURT
 CENTRAL DIST. OF CALIF.
 LOS ANGELES

UNITED STATES DISTRICT COURT
 CENTRAL DISTRICT OF CALIFORNIA

CV11-04434-RSWL (MANx)

Norma Stilley

Case No.:

(To be supplied by the Clerk)

PLAINTIFF,

COMPLAINT FOR:

vs.

Damages

Lancaster

School

District

Jury Trial Demanded

DEFENDANT(S).

I. JURISDICTION

1. This Court has jurisdiction under Title I of the

Americans with Disabilities Act of 1990, 42 U.S.C.
12111, et seq., and, Title V, Section 503 of
the Act, 42 U.S.C. 12203

II. VENUE

2. Venue is proper pursuant to _____
defendant is a federal government, or state government
official, and the plaintiff lives in this
district

III. PARTIES

3. Plaintiff's name is Norma Stilley. Plaintiff resides
at: 44634 Shadowcrest Dr.
Lancaster, CA 93536

4. Defendant Lancaster School District
44711 Cedar Ave.
Lancaster, CA 93534

5. Defendant Mark Gross: Lancaster School District
44711 Cedar Ave.
Lancaster, CA 93534

6. Defendant Susie Skidmore: Lancaster School District

Insert ¶ #

44711 Cedar Ave

Lancaster, CA 93534

7. Defendant Lorraine Zapata

Insert ¶ #

44711 Cedar Ave

Lancaster, CA 93534

8. Defendant Lexy Conte

Insert ¶ #

44711 Cedar Ave

Lancaster, CA 93534

9. Defendant Debbie Saulter

Insert ¶ #

44711 Cedar Ave

Lancaster, CA 93534

IV. STATEMENT OF FACTS

10. On May 4, 2009, Mark Gross, principal of Mariposa Elementary met with me to discuss my employment intention for the 2009/2010 school year. I checked that I intended to stay at Mariposa, but he still took me off the list, leaving me uncertain as to if and where, if any job, was available. My anxiety began, and I had to seek medical treatment (See Exhibit A)

11. I was told about three weeks after 5-4-09 that I would have employment but I had to be transferred. I was accused of stealing thousands of dollars worth of materials (like I had been every year since 1999) by Susie Skidmore, the program clerk. (See Exhibit B)

12. I was transferred to Linda Verde Elementary School where the Principal, was Lorraine Zapata, was hostile. I was denied materials and never given a consistent class, nor accurate rosters. I was also given a negative and false write-up after my injury on 9-22-09. see (exhibit C)

1
2 13. I was injured before school
3 on ^{Insert ¶ #} 9-22-09. When I called Lorraine
4 Zapata, the principal, she did not believe me.
5 She said I was to meet with her every day
6 after school because my "credential was" on the
7 lines. I was not well those four days. Later I
8 saw a doctor and was diagnosed with a
9 concussion. (see exhibit D)

10
11 14. I later filed a workers' compensation
12 ^{Insert ¶ #} claim form on 10/02/09. They acted as though
13 they had no knowledge of my injury until
14 9-25-09, ^(see exhibit E) I requested a leave of
15 absence but was told that I had no
16 choice but to resign by Lorraine Zapata,
17 Lexy Conte, and Debbie Saulter.

18
19
20 15. I requested letters of recommendation,
21 ^{Insert ¶ #} but was denied. I also called to get my
22 job back but was told that other teachers
23 who had been laid off had to be
24 hired before me.

V. CAUSES OF ACTION

FIRST CAUSE OF ACTION

(discrimination based on gender)
insert title of cause of action

(As against Defendant(s): Mark Gross Lancaster School
 District)

16. Mark Gross gave me no choice
Insert ¶ #
 when he took me off the employment list
 for the 2009-2010 school year. There
 were also rumours about me which he most
 likely believed, namely about domestic violence.

17. I also was a "whistle-blower" about
Insert ¶ #
 regarding a co-worker who changed her
 classroom lock to allow "private meetings." The
 principal ended up questioning if I was
 the one having an affair.

Insert ¶ #

SECOND CAUSE OF ACTION

(discrimination based on race
insert title of cause of action)

(As against Defendant(s): Susie Skidmores Lancaster School
District

18. Susie Skidmore, the program clerk
at Mariposa Elementary School had her
daughter be a classroom assistant in
my room. I was accused of not
speaking English well enough to teach.

19. The color of my skin was also frequently a topic. I was often compared and told I was not ^{as} white as her. I avoided going to the copy machine as much as possible

Insert ¶ #

THIRD CAUSE OF ACTION

(discrimination based on disability)
insert title of cause of action

(As against Defendant(s): Mark Gross, Lorraine Zapata et al)

20. Somehow, my employers found out
Insert ¶ #

that I was on medication for anxiety.

I only became ill after I was

transferred and harrassed.

Insert ¶ #

Insert ¶ #

FOURTH CAUSE OF ACTION

(discrimination)

insert title of cause of action

(As against Defendant(s): Debbie Saulter)

2/. I was placed on peer-assisted
 insert ¶ #

review in lieu granting me representation. My contact
 with the California Teacher's Association was
 obstructed. In lieu of representation by the CTA, I was
 represented by the Teacher's Association of Lancaster which ^{is gone.} ~~doesn't~~

insert ¶ #

insert ¶ #

VI. REQUEST FOR RELIEF

WHEREFORE, the Plaintiff requests:

22 I am seeking reinstatement of
Insert ¶ #
my job as a teacher. If not, I would
be content with letters of recommendation
or re-training in another field.

Insert ¶ #

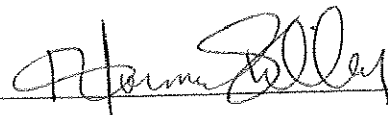
Insert ¶ #

Insert ¶ #

VII. DEMAND FOR JURY TRIAL

Plaintiff hereby requests a jury trial on all issues raised in this complaint.

Dated: 5-23-11

Sign: 

Print Name: NORMA STILLEY

Plaintiff in pro per

11

DATE: April 24, 2009

TO: Human Resources Services
LANCASTER SCHOOL DISTRICT
44711 North Cedar Avenue
Lancaster, CA 93534

FROM: STILLEY, NORMA
MARIPOSA

SUBJECT: Employment Intention for 2009/2010

Check one:

☒

It is my intention to remain in the service of the Lancaster School District for 2009/2010, and I accept the offer of employment. I further agree to have on file by July 1, 2009 in the office of the Los Angeles County Superintendent of Schools, a valid credential covering the position for which I am employed. I understand that my salary shall be determined based on Class C Step 11 of the current salary schedule. (Please refer to current salary schedule for placement and salary, plus longevity if applicable.)

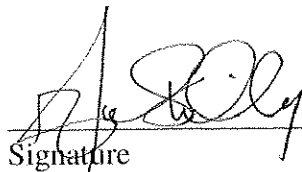
☐

It is my intention not to remain in the services of the Lancaster School District for 2009/2010, and I decline the offer of employment for the following reason: (PLEASE SUBMIT A FORMAL RESIGNATION TO HUMAN RESOURCES).

Resignation Date: _____

Remarks: _____

05-04-09
Date


Signature

Return signed, completed form to your School Secretary OR Human Resources by:

May 15, 2009

Exhibit (B) p 1 of 3

Checked Out/Overdue Materials & Unpaid Fines

Faculty patrons only

Teacher/HmRm Tch: Stilley, N

STILLEY, NORMA

Textbooks

Due
5/28/2008**P 1255**Barcode
40115000040939

5/28/2008

40115000040970

5/28/2008

40115000040996

5/28/2008

40115000041325

5/28/2008

40115000044501

5/28/2008

40115000044949

5/28/2008

40115000045060

Unpaid Fines & Refunds

Lost LM 2/6/2008

Call Num.

Video T 12202

Mariposa School

Title	Barcode	Price
Grade 4/California Science/ Content Reader Bookshelf Collections	40115000040939	\$147.42
: Above -Level		
California Science - Online Access Pack: Grade 4	40115000040970	\$2,096.82
Grade4/California Science/Inquiry Extensions Teacher's Guide	40115000040996	\$3.40
California Science - Inquiry Extensions Flip Chart: Grade 4	40115000041325	\$75.60
TE - California Science - Grade 3 - Teacher's Edition Package	40115000044501	\$233.28
California Science/Grade 3/ Grade Level Equipment Kit	40115000044949	\$425.52
Scott Foresman Online Access Pack Science Grade 3	40115000045060	\$2,978.64
Title		Amount
The Adventures of Corduroy: The Dinosaur Egg		\$20.00

exhibit B p 2 of 3

Checked Out/Overdue Materials & Unpaid Fines

Faculty patrons only

Teacher/HmRm Tch: Stille, N

STILLEY, NORMA

Library Materials

Mariposa School

P 1255

Due	Call Num.	Barcode	Title	Price
6/22/2007	400	T 45135	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45136	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45137	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	979.4	T 45380	New Perspectives on the California Missions: A Unit of Study for 4th Grade	-
Due		Barcode	Title	Price
5/28/2008		40115000018398	TE - HOUGHTON MIFFLIN READING / TEACHERS EDITION COMPLETE. LEVEL 4	\$425.33
5/28/2008		40115000018463	TE - SAXON MATH 6/5: An Incremental Development (Grade 5):	\$52.32
5/28/2008		40115000025419	RK - HISTORY-SOCIAL SCIENCE {CA} / GRADE 4 / OUR	\$413.10
5/28/2008		40115000025583	CALIFORNIA / CONTENT READERS LIBRARY	\$1,920.78
5/28/2008		40115000025682	HISTORY-SOCIAL SCIENCE {CA} / GRADE 4 / OUR	\$37.80
5/28/2008		40115000027605	CALIFORNIA / TEACHER'S RESOURCE PACKAGE	\$25.00
5/28/2008		40115000032498	RK - HISTORY-SOCIAL SCIENCE {CA} / GRADE 4 / OUR	\$124.74
5/28/2008		40115000032522	CALIFORNIA / READ-ALoud LIT PACKAGE	\$43.15
5/28/2008		40115000040459	Reading Language Arts Framework for California Public Schools	\$48.60
5/28/2008		40115000040483	California Science - Activity DVD: Grade 4	\$63.72
5/28/2008		40115000040517	California Science - Quiz Show: Grade 4	\$2.43
5/28/2008		40115000040566	California Science - Science and Language Arts Connections	\$418.82
5/28/2008		40115000040608	Workbook: Grade 4/Teacher's Guide	\$135.00
5/28/2008		40115000040624	California Science - Science Study Notebook: Grade 4/Teacher's Guide	\$48.60
5/28/2008		40115000040665	California Science - Intervention Study Guide: Grade 4/Answer Key	\$2.11
5/28/2008		40115000040723	California Science - Content Readers: Grade 4/Teacher's Guide	\$48.60
5/28/2008		40115000040822	Grade4/California Science/Content Reader Bookshelf Collection: Below - Level	\$147.42
5/28/2008		40115000040871	Grade4/California Science/Content Reader Bookshelf Collection: Below - Level	\$147.42
5/28/2008		40115000040897	Grade 4/California Science/ Content Reader Bookshelf Collections : On -Level	\$147.42
5/28/2008		40115000040913	Grade 4/California Science/ Content Reader Bookshelf Collections : Above -Level	\$147.42
5/28/2008		40115000040921	Grade 4/California Science/ Content Reader Bookshelf Collections : On -Level	\$147.42

Report generated on 6/2/2008 9:52 AM

83 of 88

exhibit (B) p 3 of 3

Checked Out/Overdue Materials & Unpaid Fines

Faculty patrons only

Teacher/HmRm Tch: Stilley, N

STILLEY, NORMA

Library Materials

Mariposa School

Due	Call Num.	Barcode	Title	Price
2/11/2008		P 1255	THE SCIENCE BOOK OF LIGHT	\$8.46
6/22/2007	400	T 11277	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43790	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43792	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43794	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43796	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43798	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43800	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43801	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43802	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43803	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43804	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43805	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43806	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43807	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43808	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43809	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43810	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 43811	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 44731	Avenues Level E, Volume 1 & 2 Teacher's Edition : Grade 4	\$102.18
6/22/2007	400	T 45118	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45119	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45120	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45121	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45122	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45123	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45124	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45125	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45126	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45127	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45128	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45129	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45130	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45131	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45132	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45133	Avenues Level E : Success in Language, Literacy, and Content	\$39.93
6/22/2007	400	T 45134	Avenues Level E : Success in Language, Literacy, and Content	\$39.93



Lancaster School District

44711 North Cedar Avenue, Lancaster, CA 93534-3210

(661) 942-0431
FAX (661) 942-7621

Linda Verde Elementary School
Lorraine Zapata, Principal

September 23, 2009

To: Norma Stilley

From: Lorraine Zapata

Re: Warning of Unsatisfactory Performance

On the following dates you engaged in the following conduct:

- August 13, 2009 Mrs. Stilley arrived after the bell rang. Parents and students were waiting outside her classroom.
Mrs. Stilley was called to ask a question about attendance. No attendance was taken. Norma covered the phone and said, "Steven did you or I take attendance?". She did not know who took attendance. Steven is her son. Steven Stilley wrote a student citation to students. Parent called to complain. Wanted to know why a student was writing citations.
- At 11:30 I had 4-5 first graders out of Mrs. Stilley's class in the bathrooms. I entered her class and reminded her that only one student could be out of her class at a time.
- August 14, 2009 When checking Ms. Stilley's lesson plans, the standards used as focus were 4th grade standards. Mrs. Stilley has Silent Sustained Reading for 30 minutes. This is not developmentally appropriate for 1st graders who are not reading fluently. I left a note.
- August 17, 2009 (Grade level change). Mrs. Stilley is now a straight first. Noon-duty reported that students were running in and out of the classroom going to the bathroom during all recesses and lunch.
- August 18, 2009 Two students had a fist fight in your class, sent home for the day.
- August 29, 2009 Mrs. Stilley arrived after the bell rang. Parents and students were waiting outside her classroom.
- August 25, 2009 Ms. Stilley's son was choking another student from her class. I asked for him not to return to our school to volunteer.
Literacy Coach did a demo lesson and observation.

August 26, 2009 Referral to office: *"Nathaniel continues to fight with others in class and refuses to do any work. In school suspension suggested/requested. Will send work upon approval". 12:07*

August 27, 2009 Mrs. Stilley arrived after the bell rang. Parents and students were waiting outside her classroom.
Referral to office: *Tianna has scissors from home and cut another student's hair. Also, she is not cooperating in class. Please talk to her and possibly give her an in-school suspension or talk to mom. 9:45*

August 28, 2009 No lesson plans available. I asked Mrs. Nestor to share her plans, to help Mrs. Stilley.

August 31, 2009 Mrs. Stilley arrived after the bell rang. Parents and students were waiting outside her classroom.
Referral to the office: *Running around the classroom. Hit Austin on the back. Not following procedures.*

September 2, 2009 When visiting classes, I found Casey Stilley in Norma's room. I told her that this was not allowed and she was to go to class immediately. Mrs. Stilley stated that her daughter did not feel safe and would not be attending our school. She requested a zone exception from Mariposa and will explore home schooling.

Literacy Coach did a demo lesson and observation.

*Parent requests her child to be moved out of Mrs. Stilley's class. Says that teacher said she will be fired from her job if the kids are not acting good. The parent believes her child is not going to get the education she deserves if she remains in this class.

12:02 You had a lost child (Kristen). I sent Mr. Carmona, the school psychologist, to help you with classroom procedures and administer the classroom checklist. Mrs. Stilley tried to give him students to see.

Referral to office: *"Hit Jasmine in stomach, Khriston in eye, running in class, climbing furniture. Please talk to him or in school suspension."*

September 3, 2009 Parent complaint regarding announcement to other parents about her child's academic and behavior concerns. Told the parent that she is having a problem getting a hold of the class. The parent stated that her child is 5 and the teacher is an adult. What is the problem?

Literacy Coach did a demo lesson and observation.

Multiple parent complaints regarding 2 students left outside the classroom. The door was shut on them and they were told to stand outside. Ms. Stilley began class, leaving students outside unattended.

Report of student standing on the desk.

Four children out of classroom using the bathroom, jumping over the railing and playing with Styrofoam swords.

Parent request to be moved out of Mrs. Stilley's class. Her child is crying because she does not feel safe in the classroom.

N was standing on the desk, jumped to shelf and then on top of cabinet.

Referral to office: *"Hit Demaje, Nathan, Cedro, Adrian, Brandon at recess. Please talk to him."*

September 4, 2009 Literacy Coach did a demo lesson and observation.

September 8, 2009 Instructional Assistant placed in Mrs. Stilley's classroom for 3 hours. Volunteer parents were checking computers and reported students standing on desks, jumping on shelving and running around the classroom out of control.

September 9, 2009 Parent requests out of Mrs. Stilley's class, she states that her child is not being taught the educational requirements.

Stilley called for sub, got one, then cancelled. Called Mrs. Stilley when students were waiting outside her room. Stilley said Jeanette, in the office told her to call a sub but was confused. We do not have an employee named Jeanette, our employees are Maria, Alejandra, Kelly and Celeste. Support staff had to cover her class.

Mrs. Zapata, Mrs. Esquivel, and Mrs. Sanchez moved classroom furniture, curriculum, and desks around to accommodate learning.

September 14, 2009 Concern safety in the classroom. Mrs. Stilley stated, "Not the right assignment, I'm thirsty in the classroom because of the medicine I am taking."

September 21, 2009 Tiana was sent outside the classroom and the door was locked. She knocked on the door and no one answered. She climbed through an open window.

*Parent called 2nd request to move her child out of Mrs. Stilley's room.

September 22, 2009 Nathaniel was sent to the nurse's office with a stab wound on the lower rib cage area. The wound was deep. Another student stabbed him.

September 23, 2009 Parent request wanting her son out of Mrs. Stilley's room feels unsafe in the classroom.

Referral to office: *"Brandon threw a book at other student's" 9:35*

Referral to office: *"Pressed fingers into Austin's throat 2 times." 11:45*

Referral to office: "*Tiana choked another student.*" 10:01

This conduct violated:

ARTICLE X

2.0 Hours of work. Unit members must be on duty at least twenty (20) minutes before the beginning of the class session and remain on duty for a reasonable length of time after the close of the students' regular school day to ensure the safe and orderly dismissal of the students.

5.0 In addition to assigned classroom teaching duties, teachers shall perform, as reasonably required, their own instructional day duties, many of which may occur outside of scheduled class hours and outside of regular school session hours. Such duties may include, but are not limited to, planning and selecting and preparing materials for instruction; receiving and evaluating work of pupils; conferring and counseling with pupils, parents, staff and administrators; keeping records; supervising pupils; supervising and providing leadership of pupil organizations and activities as assigned; attending faculty, departmental and grade level meetings; serving on committees providing advice and service to the District; participating in approved professional activities relating to the teaching assignment; studying current literature to keep abreast of developments within the subject matter taught by the teacher; participating in approved staff development programs; and assuming responsibility for the proper use and control of District property, materials, supplies and equipment.

***See Attached MOU Article X Hours of Work Dated 5/29/09

ARTICLE XV

7.0 Any unit member, during the performance of his/her duties, may exert the same degree of physical control over a pupil that a parent would be legally privileged to exercise but which, in no event, shall exceed the amount of physical control reasonably necessary to maintain order, protect property, or protect the health and safety of pupils. Law enforcement assistance will be requested by the site administrator, or designee, when necessary to protect unit members.

ARTICLE XXVI

7.3 Each classroom will have an inventory of standard equipment and instructional materials that are permanently housed in the classroom. Unit members will be responsible for all equipment and materials on the inventory list during the time they are assigned to the room and must account for all the materials and equipment each time they go on intersession.

Your conduct negatively impacted the instructional program and the safety of students inasmuch as the continued disregard for student safety caused several injuries in your classroom. Your continued non use of district curriculum and time adherence is having a negative impact on student achievement.

Effective immediately, you are to:

1. Implement a leveled discipline system for student behavior. Turn in your plan by Monday September 28, 2009.
2. Maintain safety and order in the classroom. Ensure that students are always under the supervision of a school employee.

3. Follow the grade level lesson plans provided.
4. Turn in all emergency cards to the office for all your students.
5. Maintain accurate attendance records.
6. Document reportable events relating to student health and safety.
7. Ensure that the classroom space is arranged so that it facilitates individual and group instruction. Student work areas should be arranged to reduce interfering behaviors and interaction.
8. Ensure that materials are organized prior to each instructional day.
9. Organizes overall instructional activities so that the maximum time on task is provided.
10. Provide smooth transitions between lessons.
11. Follow the time for all curricular areas in your schedule.
12. Arrive to school, on time.

CLASSROOM DISCIPLINE CONTROL:

1. Provide methods of classroom behavior management techniques that are appropriate, effective, consistently enforced and clearly defined
2. Ensure that appropriate management techniques are communicated to students, parents, staff and administrators.
3. Ensure that any special student management plan or crisis intervention plan has been documented in writing and included in the IEP, when appropriate.
4. Clearly establish routines for the classroom.
5. Ensure that the physical room environment facilitates learning.
6. Uphold standards of student behavior throughout the school.
7. Display student material to encourage positive successful behavior.
8. Ensure that relationships with students are based on mutual respect and cooperation.
9. Control classroom noise so that appropriate instructional activity can be conducted and distractions are kept at a minimum.
10. Ensure that students are properly supervised at all times.
11. Strive to be fair and consistent.
12. Demonstrate a positive and constructive style when dealing with behavior.
13. Avoid emotional overreactions to misbehavior.
14. Protect and maintain classroom, furnishings, material and supplies in a manner that recognizes the need to maintain such items for their maximum life span.
15. Demonstrate an ability to be assertive with misbehavior.
16. Practice student control and restraint procedures in accordance with applicable district/school policies.

To assist in correcting this conduct, I offer the following suggestions:

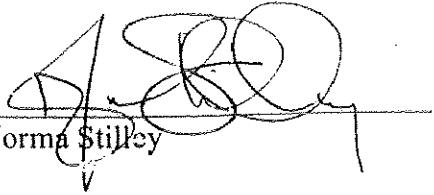
Review the California Standards for the Teaching Profession provided by the state of California. Pay special attention to Creating and Maintaining Effective Environments for student learning.

Work with the PAR provider on a regular basis.

Work with the literacy coach.

Continue to follow your grade level's lesson plan, including time allowances for core subjects.

A copy of this letter will be placed in your personnel file after 10 days. You may prepare a response which will be attached to this document.


Norma Stilley

(C) 7 of 7

MEMORANDUM OF UNDERSTANDING
ARTICLE X
HOURS OF WORK

1.0 The District and the Association recognize the varying nature of a teacher's day-to-day professional responsibilities.

3.0 Instructional time, unless modified by the procedure set forth in Section 3.2, shall be:

Modified Traditional

Kindergarten 200 minutes per day with a 10-minute break

1-3 305 minutes per day with a 50-minute lunch and one 15-minute a.m. recess and one 10 - minute p.m. recess


4-5 320 minutes per day with a 45-minute lunch and one 15-minute break

6-8 329 minutes per day with a 40-minute lunch

All unit members (K-8) must be on duty at least twenty (20) minutes before the beginning of the class session unless there is a prearranged parent meeting (SST, IEP, etc.) In the event of inclement weather, teachers are required to report thirty (30) minutes before the beginning of the class session. Teachers shall remain on duty for a reasonable length of time after the close of the students' regular school day to ensure the safe and orderly dismissal of the students.

Middle School unit members (6-8) will have one less staff meeting per month and one additional day (non accumulative) of personal necessity to be prearranged with and approved by the school administrator no less than ten (ten) school days ahead of time.

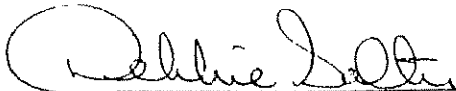
For 2009-2010, it is agreed that teachers will attend two (2) days of Professional Development for two (2) hours per day during the STAR Testing weeks, to be determined by the district, in exchange for additional minimum days scheduled the last week of school.



Gina Whipple, Negotiations Chair



Lexy Conte, Human Resources



Debbie Salter, TAL President

Dr. Howard Sundberg, Superintendent

KAISER PERMANENTE thrive

This form contains your diagnosis.

ZAMBETTI, JOHN FRANCIS (M.D.)
43112 N 15th Street
Lancaster, CA 93534-6219
888-778-5000

Patient Name: Stilley X, Norma L
Encounter Date & Time: 9/29/2009 9:00 AM

Please see below for this health care provider's directives and information relating to this encounter.

Work Status Report

Date onset of condition: 9/22/2009
Next Appointment Date:

DIAGNOSIS: CONCUSSION [850.9A]
Reason for Off Work: Cognitive Impairment

Off Work

This patient is placed off work from 9/29/2009 through 10/5/2009

This form has been electronically signed and authorized by ZAMBETTI, JOHN FRANCIS (M.D.)

This form contains your private health information that you may choose to release to another party, therefore please review for accuracy.

State of California
Department of Industrial Relations
DIVISION OF WORKERS' COMPENSATION



Estado de California
Departamento de Relaciones Industriales
DIVISION DE COMPENSACIÓN AL TRABAJADOR

WORKERS' COMPENSATION CLAIM FORM (DWC 1)

PETITION DEL EMPLEADO PARA DE COMPENSACIÓN DEL
TRABAJADOR (DWC 1)

Employee: Complete the "Employee" section and give the form to your employer. Keep a copy and mark it "Employee's Temporary Receipt" until you receive the dated copy from your employer. You may call the Division of Workers' Compensation and hear recorded information at (800) 736-7401. An explanation of workers' compensation benefits is included as the cover sheet of this form.

You should also have received a pamphlet from your employer at time of hire describing workers' compensation benefits and the procedures to obtain them.

Any person who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or denying workers' compensation benefits or payments is guilty of a felony.

Empleado: Complete la sección "Empleado" y entregue la forma a su empleador. Quédese con la copia designada "Recibo Temporal del Empleado" hasta que Ud. reciba la copia firmada y fechada de su empleador. Ud. puede llamar a la División de Compensación al Trabajador al (800) 736-7401 para oír información grabada. En la hoja cubierta de esta forma está la explicación de los beneficios de compensación al trabajador.

Ud. también debería haber recibido de su empleador al tiempo de ser empleado un folleto describiendo los beneficios de compensación al trabajador lesionado y los procedimientos para obtenerlos.

Toda aquella persona que a propósito haga o cause que se produzcan cualquier declaración o representación material falsa o fraudulenta con el fin de obtener o negar beneficios o pagos de compensación a trabajadores lesionados es culpable de un crimen mayor, "felonía".

Employee--complete this section and see note above

Empleado--complete esta sección y note la notación arriba.

1. Name. Nombre. Norma Shelley Today's Date. Fecha de Hoy. 10-26-07
2. Home Address. Dirección Residencial. 45110
3. City. Ciudad. Lawrence State. Estado. CA Zip. Código Postal. 93534
4. Date of Injury. Fecha de la lesión (accidente). 7-27-07 Time of Injury. Hora en que ocurrió. 1 a.m. 1 p.m.
5. Address and description of where injury happened. Dirección/lugar dónde ocurrió el accidente. Home
6. Describe injury and part of body affected. Describa la lesión y parte del cuerpo afectada. Back
7. Social Security Number. Número de Seguro Social del Empleado. 547-117-6112
8. Signature of employee. Firma del empleado. Norma Shelley

Employer--complete this section and see note below. Empleador--complete esta sección y note la notación abajo.

9. Name of employer. Nombre del empleador. Lawrence
10. Address. Dirección. 45110
11. Date employer first knew of injury. Fecha en que el empleador supo por primera vez de la lesión o accidente. 7-27-07
12. Date claim form was provided to employee. Fecha en que se le entregó al empleado la petición. 7-27-07
13. Date employer received claim form. Fecha en que el empleador devolvió la petición al empleado. 7-27-07
14. Name and address of insurance carrier or adjusting agency. Nombre y dirección de la compañía de seguros a agencia administradora de seguros. State Farm
15. Insurance Policy number. El número de la póliza del seguro. 123456789
16. Signature of employer representative. Firma del representante del empleador. Norma Shelley
17. Title. Título. Owner 18. Telephone. Teléfono. 555-1234

Employer: You are required to date this form and provide copies to your insurer or claims administrator and to the employee, dependent or representative who filed the claim within one working day of receipt of the form from the employee.

Empleador: Se requiere que Ud. feche esta forma y que provée copias a su compañía de seguros, administrador de reclamos, o dependiente/representante de reclamos y al empleado que hayan presentado esta petición dentro del plazo de un día hábil desde el momento de haber sido recibida la forma del empleado.

SIGNING THIS FORM IS NOT AN ADMISSION OF LIABILITY

EL FIRMAR ESTA FORMA NO SIGNIFICA ADMISION DE RESPONSABILIDAD

☐ Employer copy/Copia del Empleador ☐ Employee copy/Copia del Empleado

☐ Claims Administrator/Administrador de Reclamos

☐ Temporary Receipt/Recibo del Empleado

**UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA**

NOTICE OF ASSIGNMENT TO UNITED STATES MAGISTRATE JUDGE FOR DISCOVERY

This case has been assigned to District Judge Ronald S. W. Lew and the assigned discovery Magistrate Judge is Margaret A. Nagle.

The case number on all documents filed with the Court should read as follows:

CV11- 4434 RSWL (MANx)

Pursuant to General Order 05-07 of the United States District Court for the Central District of California, the Magistrate Judge has been designated to hear discovery related motions.

All discovery related motions should be noticed on the calendar of the Magistrate Judge

NOTICE TO COUNSEL

A copy of this notice must be served with the summons and complaint on all defendants (if a removal action is filed, a copy of this notice must be served on all plaintiffs).

Subsequent documents must be filed at the following location:

☒ **Western Division**
312 N. Spring St., Rm. G-8
Los Angeles, CA 90012

☐ **Southern Division**
411 West Fourth St., Rm. 1-053
Santa Ana, CA 92701-4516

☐ **Eastern Division**
3470 Twelfth St., Rm. 134
Riverside, CA 92501

Failure to file at the proper location will result in your documents being returned to you.

44634 SHADOWCREST DR.
LANCASTER, CA 93536
661 524 1193

FOR OFFICE USE ONLY

IN PRO PER

UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

NORMA STILLEY

PLAINTIFF(S)

v.

LANCASTER SCHOOL
DISTRICT

DEFENDANT(S).

CASE NUMBER

CV11-04434-RSWL (MANA)

SUMMONS

TO: DEFENDANT(S): LANCASTER SCHOOL DISTRICT

A lawsuit has been filed against you

FOR OFFICE USE ONLY

Within 21 days after service of this summons on you (not counting the day you received it), you must serve on the plaintiff an answer to the attached ☒ complaint ☐ amended complaint ☐ counterclaim ☐ cross-claim or a motion under Rule 12 of the Federal Rules of Civil Procedure. The answer or motion must be served on the plaintiff's attorney, Norma Stilley, whose address is 44634 Shadowcrest Dr. Lancaster, CA 93536. If you fail to do so, judgment by default will be entered against you for the relief demanded in the complaint. You also must file your answer or motion with the court.

Clerk, U.S. District Court

Dated: MAY 31 2011

By:

ANDRES PEDRO

Deputy Clerk

(Seal of the Court)

1202

[Use 60 days if the defendant is the United States or a United States agency, or is an officer or employee of the United States. Allowed 60 days by Rule 12(a)(3)].

FOR OFFICE USE ONLY

UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA
CIVIL COVER SHEET

I (a) PLAINTIFFS (Check box if you are representing yourself <input checked="" type="checkbox"/>) <div style="font-size: 1.5em; text-align: center;">Norma Stille</div>	DEFENDANTS <div style="font-size: 1.5em; text-align: center;">Lancaster School District, et al.</div>
(b) Attorneys (Firm Name, Address and Telephone Number. If you are representing yourself, provide same.) <div style="text-align: center;">IN PRO PER</div>	Attorneys (If Known) <div style="text-align: center;">Keenan & Associates</div>

II. BASIS OF JURISDICTION (Place an X in one box only.) <input type="checkbox"/> 1 U.S. Government Plaintiff <input type="checkbox"/> 3 Federal Question (U.S. Government Not a Party) <input checked="" type="checkbox"/> 2 U.S. Government Defendant <input type="checkbox"/> 4 Diversity (Indicate Citizenship of Parties in Item III)	III. CITIZENSHIP OF PRINCIPAL PARTIES - For Diversity Cases Only (Place an X in one box for plaintiff and one for defendant.) <table style="width:100%;"> <tr> <td style="width:40%;">Citizen of This State</td> <td style="width:10%; text-align: center;">PTF</td> <td style="width:10%; text-align: center;">DEF</td> <td style="width:40%;">Incorporated or Principal Place of Business in this State</td> <td style="width:10%; text-align: center;">PTF</td> <td style="width:10%; text-align: center;">DEF</td> </tr> <tr> <td></td> <td style="text-align: center;"><input type="checkbox"/> 1</td> <td style="text-align: center;"><input type="checkbox"/> 1</td> <td></td> <td style="text-align: center;"><input type="checkbox"/> 4</td> <td style="text-align: center;"><input type="checkbox"/> 4</td> </tr> <tr> <td>Citizen of Another State</td> <td style="text-align: center;"><input type="checkbox"/> 2</td> <td style="text-align: center;"><input type="checkbox"/> 2</td> <td>Incorporated and Principal Place of Business in Another State</td> <td style="text-align: center;"><input type="checkbox"/> 5</td> <td style="text-align: center;"><input type="checkbox"/> 5</td> </tr> <tr> <td>Citizen or Subject of a Foreign Country</td> <td style="text-align: center;"><input type="checkbox"/> 3</td> <td style="text-align: center;"><input type="checkbox"/> 3</td> <td>Foreign Nation</td> <td style="text-align: center;"><input type="checkbox"/> 6</td> <td style="text-align: center;"><input type="checkbox"/> 6</td> </tr> </table>	Citizen of This State	PTF	DEF	Incorporated or Principal Place of Business in this State	PTF	DEF		<input type="checkbox"/> 1	<input type="checkbox"/> 1		<input type="checkbox"/> 4	<input type="checkbox"/> 4	Citizen of Another State	<input type="checkbox"/> 2	<input type="checkbox"/> 2	Incorporated and Principal Place of Business in Another State	<input type="checkbox"/> 5	<input type="checkbox"/> 5	Citizen or Subject of a Foreign Country	<input type="checkbox"/> 3	<input type="checkbox"/> 3	Foreign Nation	<input type="checkbox"/> 6	<input type="checkbox"/> 6
Citizen of This State	PTF	DEF	Incorporated or Principal Place of Business in this State	PTF	DEF																				
	<input type="checkbox"/> 1	<input type="checkbox"/> 1		<input type="checkbox"/> 4	<input type="checkbox"/> 4																				
Citizen of Another State	<input type="checkbox"/> 2	<input type="checkbox"/> 2	Incorporated and Principal Place of Business in Another State	<input type="checkbox"/> 5	<input type="checkbox"/> 5																				
Citizen or Subject of a Foreign Country	<input type="checkbox"/> 3	<input type="checkbox"/> 3	Foreign Nation	<input type="checkbox"/> 6	<input type="checkbox"/> 6																				

IV. ORIGIN (Place an X in one box only.)

<input checked="" type="checkbox"/> 1 Original Proceeding	<input type="checkbox"/> 2 Removed from State Court	<input type="checkbox"/> 3 Remanded from Appellate Court	<input type="checkbox"/> 4 Reinstated or Reopened	<input type="checkbox"/> 5 Transferred from another district (specify):	<input type="checkbox"/> 6 Multi-District Litigation	<input type="checkbox"/> 7 Appeal to District Judge from Magistrate Judge
-----------------------------------------------------------	-----------------------------------------------------	----------------------------------------------------------	---------------------------------------------------	-------------------------------------------------------------------------	------------------------------------------------------	---------------------------------------------------------------------------

V. REQUESTED IN COMPLAINT: JURY DEMAND: ☐ Yes ☒ No (Check 'Yes' only if demanded in complaint.)

CLASS ACTION under F.R.C.P. 23: ☐ Yes ☒ No

MONEY DEMANDED IN COMPLAINT: \$

VI. CAUSE OF ACTION (Cite the U.S. Civil Statute under which you are filing and write a brief statement of cause. Do not cite jurisdictional statutes unless diversity.)

Title I of the Americans with Disabilities Act of 1990, 42 U.S.C. 12111, et seq., and, Title V, Section 503 of the Act, 42 U.S.C. 12203, ADA

VII. NATURE OF SUIT (Place an X in one box only.)

OTHER STATUTES	CONTRACT	TORTS	TORTS	PRISONER PETITIONS	LABOR
<input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce/ICC Rates/etc. <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 810 Selective Service <input type="checkbox"/> 850 Securities/Commodities/Exchange <input type="checkbox"/> 875 Customer Challenge 12 USC 3410 <input type="checkbox"/> 890 Other Statutory Actions <input type="checkbox"/> 891 Agricultural Act <input type="checkbox"/> 892 Economic Stabilization Act <input type="checkbox"/> 893 Environmental Matters <input type="checkbox"/> 894 Energy Allocation Act <input type="checkbox"/> 895 Freedom of Info. Act <input type="checkbox"/> 900 Appeal of Fee Determination Under Equal Access to Justice <input type="checkbox"/> 950 Constitutionality of State Statutes	<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loan (Excl. Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise <input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	PERSONAL INJURY <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Fed. Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury <input type="checkbox"/> 362 Personal Injury-Med Malpractice <input type="checkbox"/> 365 Personal Injury-Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability IMMIGRATION <input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 463 Habeas Corpus-Alien Detainee <input type="checkbox"/> 465 Other Immigration Actions	PERSONAL PROPERTY <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability BANKRUPTCY <input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 CIVIL RIGHTS <input type="checkbox"/> 441 Voting <input type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/Accommodations <input type="checkbox"/> 444 Welfare <input type="checkbox"/> 445 American with Disabilities - Employment <input type="checkbox"/> 446 American with Disabilities - Other <input type="checkbox"/> 440 Other Civil Rights	<input type="checkbox"/> 510 Motions to Vacate Sentence Habeas Corpus <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty <input type="checkbox"/> 540 Mandamus/Other <input type="checkbox"/> 550 Civil Rights <input type="checkbox"/> 555 Prison Condition FORFEITURE/PENALTY <input type="checkbox"/> 610 Agriculture <input type="checkbox"/> 620 Other Food & Drug <input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 630 Liquor Laws <input type="checkbox"/> 640 R.R. & Truck <input type="checkbox"/> 650 Airline Regs <input type="checkbox"/> 660 Occupational Safety /Health <input type="checkbox"/> 690 Other	<input type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Mgmt. Relations <input type="checkbox"/> 730 Labor/Mgmt. Reporting & Disclosure Act <input type="checkbox"/> 740 Railway Labor Act <input checked="" type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Empl. Ret. Inc. Security Act PROPERTY RIGHTS <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 840 Trademark SOCIAL SECURITY <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g)) FEDERAL TAX SUITS <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS-Third Party 26 USC 7609

FOR OFFICE USE ONLY: Case Number:

CV11-04434-RSWL(MANx)

AFTER COMPLETING THE FRONT SIDE OF FORM CV-71, COMPLETE THE INFORMATION REQUESTED BELOW.

UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA
CIVIL COVER SHEET

VIII(a). IDENTICAL CASES: Has this action been previously filed in this court and dismissed, remanded or closed? ☒ No ☐ Yes
 If yes, list case number(s): _____

VIII(b). RELATED CASES: Have any cases been previously filed in this court that are related to the present case? ☒ No ☒ Yes **N.S.**
 If yes, list case number(s): _____

Civil cases are deemed related if a previously filed case and the present case:

- (Check all boxes that apply) ☐ A. Arise from the same or closely related transactions, happenings, or events; or
☐ B. Call for determination of the same or substantially related or similar questions of law and fact; or
☐ C. For other reasons would entail substantial duplication of labor if heard by different judges; or
☐ D. Involve the same patent, trademark or copyright, and one of the factors identified above in a, b or c also is present.

IX. VENUE: (When completing the following information, use an additional sheet if necessary.)

(a) List the County in this District; California County outside of this District; State if other than California; or Foreign Country, in which **EACH** named plaintiff resides.
☐ Check here if the government, its agencies or employees is a named plaintiff. If this box is checked, go to item (b).

County in this District:*	California County outside of this District; State, if other than California; or Foreign Country
Los Angeles	

(b) List the County in this District; California County outside of this District; State if other than California; or Foreign Country, in which **EACH** named defendant resides.
☒ Check here if the government, its agencies or employees is a named defendant. If this box is checked, go to item (c).

County in this District:*	California County outside of this District; State, if other than California; or Foreign Country

(c) List the County in this District; California County outside of this District; State if other than California; or Foreign Country, in which **EACH** claim arose.
Note: In land condemnation cases, use the location of the tract of land involved.

County in this District:*	California County outside of this District; State, if other than California; or Foreign Country
Los Angeles	

* Los Angeles, Orange, San Bernardino, Riverside, Ventura, Santa Barbara, or San Luis Obispo Counties

Note: In land condemnation cases, use the location of the tract of land involved

X. SIGNATURE OF ATTORNEY (OR PRO PER): James R. Riley Date 5/23/11

Notice to Counsel/Parties: The CV-71 (JS-44) Civil Cover Sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law. This form, approved by the Judicial Conference of the United States in September 1974, is required pursuant to Local Rule 3-1 is not filed but is used by the Clerk of the Court for the purpose of statistics, venue and initiating the civil docket sheet. (For more detailed instructions, see separate instructions sheet.)

Key to Statistical codes relating to Social Security Cases:

Nature of Suit Code	Abbreviation	Substantive Statement of Cause of Action
861	HIA	All claims for health insurance benefits (Medicare) under Title 18, Part A, of the Social Security Act, as amended. Also, include claims by hospitals, skilled nursing facilities, etc., for certification as providers of services under the program. (42 U.S.C. 1935FF(b))
862	BL	All claims for "Black Lung" benefits under Title 4, Part B, of the Federal Coal Mine Health and Safety Act of 1969. (30 U.S.C. 923)
863	DIWC	All claims filed by insured workers for disability insurance benefits under Title 2 of the Social Security Act, as amended; plus all claims filed for child's insurance benefits based on disability. (42 U.S.C. 405(g))
863	DIWW	All claims filed for widows or widowers insurance benefits based on disability under Title 2 of the Social Security Act, as amended. (42 U.S.C. 405(g))
864	SSID	All claims for supplemental security income payments based upon disability filed under Title 16 of the Social Security Act, as amended.
865	RSI	All claims for retirement (old age) and survivors benefits under Title 2 of the Social Security Act, as amended. (42 U.S.C. (g))